

SUPERVISORY BORDER PATROL AGENT

DEPARTMENT OF HOMELAND SECURITY

Customs and Border Protection

U.S. Border Patrol

Summary

As our nation navigates the COVID-19 pandemic, CBP is committed to delivering our mission to safeguard America's borders and enable legitimate trade and travel. Staffing mission critical positions remains a high priority. Be reassured that **CBP is still hiring**, despite potential hiring process step delays due to restrictions to in-person activities.

Overview

Hiring complete

Open & closing dates

🕒 04/05/2022 to 04/18/2022

Salary

\$95,648 - \$124,340 per year

Pay scale & grade

GS 13

Location

1 vacancy in the following location:

📍 Tucson, AZ

Telework eligible

No

Travel Required

Occasional travel - You may be expected to travel for this position.

Relocation expenses reimbursed

No

Appointment type

Permanent

Work schedule

Full-time

Service

Competitive

Promotion potential

13

Job family (Series)[1896 Border Patrol Enforcement Series](#)[\(/Search/Results?j=1896\)]((/Search/Results?j=1896))**Supervisory status**

Yes

Security clearance[Not Required](#)[\(/Help/faq/job-announcement/security-clearances/\)]((/Help/faq/job-announcement/security-clearances/))**Drug test**

Yes

Announcement number

USBP-IMP-11445242-HH

Control number

645985700

This job is open to

**[Internal to an agency](#)**

Current federal employees of this agency.

Clarification from the agency

Current U.S. Customs & Border Protection employees who are currently working in a permanent competitive service position

Duties

Organizational Location: This position is with the Department of Homeland Security, within U.S. Customs and Border Protection, U.S. Border Patrol, at the Tucson Sector Law Enforcement Operational Programs - Prosecutions Unit located in Tucson, AZ.

Law enforcement positions are expected to report to their duty station on a daily basis. However, due to COVID-19, some positions in CBP are currently in an expanded telework posture. If selected, and you are given an entrance on duty date you will be provided additional information on the reporting requirements of your position.

This position will allow you to use your expertise to prevent illegal entry of noncitizens into the United States by land, water, or air; enforce criminal provisions of the Immigration and Nationality Laws; and seek out and apprehend smugglers or noncitizens who are in the United States illegally. Apply for this exciting opportunity to strengthen the Department's ability to protect the homeland.

This position starts at a salary of \$95,648.00 (GS-13, Step 1) to \$124,340.00 (GS-13, Step 10) with promotion potential to \$124,340.00 (GS-13 Step 10).

As a first-line Supervisory Border Patrol Agent you will serve as a primary law enforcement officer (under 5 U.S.C. 8331 (6C) and 8412 (d)) and be responsible for:

- Directing assignments of subordinate Border Patrol Agents, specialized units, and station operations.
- Directing activities aimed at preventing the illegal entry of aliens into the United States by land, water, or air.
- Seeking out and apprehending smugglers or aliens who are illegally in the United States.
- Enforcing the criminal provisions of the Immigration and Nationality laws.
- All normal functions involved in supervising personnel, including leave approval, resolving disciplinary problems, and preparing annual performance appraisals

Requirements

Conditions of Employment

- You must be a U.S. Citizen to apply for this position
- Males born after 12/31/1959 must be registered with Selective Service
- Primary U.S. residency for at least three of the last five years (additional details below)
- You may be required to pass a background investigation and/or polygraph
- CBP follows the DHS Drug-Free Workplace Plan for drug testing procedures
- You must be able to meet job-related medical and/or fitness standards
- **COVID-19 Vaccination Requirement:** To ensure compliance with an applicable preliminary nationwide injunction, which may be supplemented, modified, or vacated, depending on the course of ongoing litigation, the Federal Government will take no action to implement or enforce the COVID-19 vaccination requirement Safer Federal Workforce Task Force 2 pursuant to Executive Order 14043 on Requiring Coronavirus Disease 2019 Vaccination for Federal Employees. Therefore, to the extent a Federal job announcement includes the requirement that applicants must be fully vaccinated against COVID-19 pursuant to Executive Order 14043, that requirement does not currently apply. Federal agencies may request information regarding the vaccination status of selected applicants for the purposes of implementing other workplace safety protocols, such as protocols related to masking, physical distancing, testing, travel, and quarantine.

Who May Apply:

- Current federal employees with competitive status who work for U.S. Customs & Border Protection

Qualifications

Basic Qualification Requirements:

The basic qualification requirements include experience in law enforcement or other responsible work that demonstrates the ability to make arrests and exercise sound judgment in the use of firearms; to deal effectively with individuals or persons in a courteous, tactful manner; and to analyze information rapidly and make prompt decisions.

AND

You qualify for the GS-13 grade level if you possess 1 year of specialized experience equivalent to at least the next lower grade level, performing duties such as:

- Interpreting and enforcing immigration or comparable laws, rules, and regulations;
- Gathering and analyzing intelligence from a variety of sources;
- Developing case work pertaining to criminal prosecutions and investigations;
- Identifying and investigating smuggling operations;
- Devising and recommending solutions to operational problems, and apprising management of identified deficiencies and solutions;
- Ensuring compliance with enforcement and operational practices.

Language Requirement: Must be proficient in the Spanish language. (i.e., able to speak and read in Spanish).

Firearms Requirement: This position requires that the incumbent meet initial and continuing qualifications in the use of firearms as outlined in the Gun Control Act of 1968, amended by the Lautenberg Amendment of 1996. An applicant whose background includes any of the following will be ineligible for consideration: 1) convicted of a crime punishable by imprisonment exceeding one year; 2) has any outstanding warrants or is a fugitive from justice; 3) unlawful user of or addicted to any controlled substance; 4) adjudicated as a mental defective or has been committed to a mental institution; 5) illegally or unlawfully in the United States; 6) renounced U. S. citizenship; 7) subject to a court-ordered restraining (protection) order from harassing, stalking, or threatening an intimate partner (spouse, former spouse, parent of applicant's child, individual who cohabitates or has cohabitated with the applicant), or child; or 8) convicted under Federal, State, or Tribal Court of a misdemeanor crime of domestic violence against an intimate partner or child.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

You must:

- Meet all qualification requirements, including education if applicable to this position, subject to verification at any stage of the application process; and
- Meet all applicable Time in Grade requirements (current federal employees must have served 52 weeks at the next lower grade or equivalent grade band in the federal service) by 04/18/2022.

The Office of Personnel Management (OPM) must authorize employment offers made to current or former political appointees. If you are currently, or have been within the last 5 years, a political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee in the Executive Branch, you must disclose this information to the Human Resources Office.

Background Investigation: U.S. Customs and Border Protection (CBP) is a federal law enforcement agency that requires all applicants to undergo a thorough background investigation prior to employment in order to promote the agency's core values of vigilance, service to country, and integrity. During the screening and/or background investigation process, you will be asked questions regarding any felony criminal convictions or current felony charges, the use of illegal drugs (e.g., marijuana, cocaine, heroin, LSD, methamphetamines, ecstasy), and the use of non-prescribed controlled substances including any experimentation, possession, sale, receipt, manufacture, cultivation, production, transfer, shipping, trafficking, or distribution of controlled substances. For more information visit [this link](http://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation) (<http://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation>).

Polygraph Examination: This is a polygraph-required position. If you are not a current CBP employee in a law enforcement

position, you may be required to take a polygraph exam and have favorable results in order to continue in the pre-employment process. Please see [Polygraph Examination](http://www.cbp.gov/careers/car/poly) (<http://www.cbp.gov/careers/car/poly>).

Polygraph Reciprocity: CBP may accept the results of a prior federal polygraph exam in lieu of a CBP polygraph exam. You will receive information to request reciprocity in your Background Investigation Package.

Polygraph Waiver: Certain veterans may be eligible to obtain a polygraph waiver. You will receive information to request a waiver in your Background Investigation Package.

Residency: There is a residency requirement for all applicants not currently employed by CBP. Individuals are required to have physically resided in the United States or its protectorates (as declared under international law) for at least three of the last five years. If you do not meet the residency requirement and you have been physically located in a foreign location for more than two of the last five years, you may request an exception to determine if you are eligible for a residency waiver by meeting one or more of the following conditions:

- Working for the U.S. Government as a federal civilian or as a member of the military
- A dependent who was authorized to accompany a federal civilian or member of the military who was working for the U.S. government
- Participation in a study abroad program sponsored by a U.S. affiliated college or university
- Working as a contractor, intern, consultant or volunteer supporting the U.S. government

Age Requirement: Provisions of Public Laws 93-350 and 100-238 allow the imposition of a maximum age for initial appointment to a primary Law Enforcement Officer position within the Department of Homeland Security (DHS). In accordance with DHS Management Directive 251-03, the "day before an individual's 37th birthday" is the maximum age for original appointment to a position as a primary law enforcement officer within DHS. The age requirement is also necessary to ensure that you are able to complete the 20 years of applicable service for retirement. **NOTE: The Commissioner of CBP has approved a temporary increase in the maximum allowable age to 40 for original placement into a BPA position. Unless the below criteria applies, you must meet this age requirement by the 04/18/2022 AND enter-on-duty no later than the day prior to your 40th birthday, in order to achieve the required 20 years of service for retirement.**

Creditable law enforcement officer service covered by Title 5 U.S.C. 8336(c) or Title 5 U.S.C. 8412(d), or creditable service covered by Title 5 U.S.C. 8401(36) (as a Customs and Border Protection Officer) on or after July 6, 2008, may be applied toward the maximum age requirement. This age restriction may not apply if you are currently serving in a federal civilian (not military) law enforcement position covered by Title 5 U.S.C. 8336(c) or Title 5 U.S.C. 8412(d).

Veterans Preference Eligibility: To ensure compliance with statutes pertaining to the appointment of preference eligible veterans as determined by the Merit Systems Protection Board in its recent decision of *Isabella v. Dept. of State*, the maximum age for original appointment articulated above shall not apply to the hiring of individuals entitled to veterans preference eligibility under 5 U.S.C. § 3312. You must submit proof of Veteran's Preference (DD-214 Member 4 Copy) at the time of application.

Education

This job does not have an education qualification requirement.

Additional information

Physical and Medical Requirements: Because the duties of the position are of a strenuous nature and require a high degree of interaction and responsibility to the public, you may be required to undergo and successfully pass our medical screening process. We will schedule, provide and pay for the required basic medical examination. For more information, visit [this link](https://www.cbp.gov/careers/frontline-careers/bpa/app-proc) (<https://www.cbp.gov/careers/frontline-careers/bpa/app-proc>).

This is a Non-Bargaining Unit status position.

Motor Vehicle Operation: You must have a valid automobile driver's license at the time of appointment.

Shift Work/Overtime: This position requires regular and recurring shift work. You must be willing and available to work rotating shifts. You may also be rotated between assignments and duty locations. You could be required to work overtime on a daily basis and will be compensated up to an additional 25% of your base pay in accordance with the Border Patrol Agent Pay Reform Act of 2014.

Travel: Overnight travel may be required on a regular and recurring basis.

Uniforms: This position requires you to wear an officially-approved uniform while in duty status.

Security Clearance: You *may* be required to obtain a Secret or higher level clearance for this position.

Supervisory Probationary Period: You may be required to serve an 18-month probationary period upon appointment to this position. You may also be required to complete an appropriate supervisory training course within 90 days of assignment to this position.

Leadership Training: All newly appointed, first-time CBP Supervisors are required to complete mandatory training. The training will be scheduled by the Office of Training and Development within the first 90 days of appointment. The duration of the training will include three weeks of in residence training in Harpers Ferry, WV. *Note: This training may be waived if previously completed.*

Law Enforcement Retirement: This position meets the eligibility criteria for law enforcement retirement. For more information on required years of service and retirement age click on [this link](#)

(<https://www.cbp.gov/careers/frontline-careers/bpa/pay-benefits>).

For further information on when an employee continues or discontinues coverage under the special retirement system for law enforcement officers, please see the CSRS and FERS handbook, [Chapter 46, pages 12-13](#)

(<https://www.opm.gov/retirement-services/publications-forms/csrsfers-handbook/c046.pdf>).

The Department of Homeland Security encourages persons with disabilities to apply, to include persons with intellectual, severe physical or psychiatric disabilities, as defined by 5 CFR § 213.3102(u), and/or Disabled Veterans with a compensable service-connected disability of 30 percent or more as defined by 5 CFR § 315.707. [Veterans](#)

(<https://www.fedshirevets.gov/job-seekers/>).

, [Peace Corps](#)

(<https://www.peacecorps.gov/returned-volunteers/careers/noncompetitive-eligibility/>).

/ [VISTA volunteers](#)

(<https://americorps.gov/serve/fit-finder/amicorps-vista>).

, and [persons with disabilities](#)

(<http://www.opm.gov/policy-data-oversight/disability-employment/>).

possess a wealth of unique talents, experiences, and competencies that can be invaluable to the DHS mission. If you are a member of one of these groups, you may not have to compete with the public for federal jobs. To determine your eligibility for non-competitive appointment and to understand the required documentation, click on the links above or contact the Servicing Human Resources Office listed at the bottom of this announcement.

Benefits

A career with the U.S. government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding. [Learn more about federal benefits](https://www.usajobs.gov/Help/working-in-government/benefits/) (<https://www.usajobs.gov/Help/working-in-government/benefits/>).

[Review our benefits](https://www.dhs.gov/homeland-security-careers/benefits) (<https://www.dhs.gov/homeland-security-careers/benefits>).

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time or intermittent. Contact the hiring agency for more information on the specific benefits offered.

How You Will Be Evaluated

You will be evaluated for this job based on how well you meet the qualifications above.

You will be ranked on the basis of the scores received on your U.S. Border Patrol Promotional Assessment. You must have a current, valid score by 04/05/2022 if you have not held the GS-13 on a permanent basis, or if you have been demoted due to performance or conduct reasons. You do not need to have a current, valid test score if you have permanently held a position at the GS-13 or higher. Your application record will remain in a pending status until after the announcement closes, at which time we will upload test scores.

The competencies or knowledge, skills, and abilities needed to perform this job are

- Knowledge of Immigration and Nationality laws;
- Knowledge of proper law enforcement methods;
- Skill in analyzing disparate facts, events, and other types of intelligence material;
- Skill in using a variety of automated information systems to gather information for intelligence, enforcement, and prosecutions, and to facilitate decision making

Preview the job questionnaire <https://apply.usastaffing.gov/ViewQuestionnaire/11445242>

Agency Career Transition Assistance Program (CTAP) Eligibles: If you have never worked for the federal government, you are not CTAP eligible. View information about [CTAP eligibility](#) on OPM's Career Transition Resources website. You must submit the supporting documents listed under the Required Documents section of this announcement. To be considered well qualified under CTAP, you must be rated at a minimum score of 85 for this position.

Required Documents

- **Your [resume](http://www.usajobs.gov/Help/faq/application/documents/resume/what-to-include/)** (<http://www.usajobs.gov/Help/faq/application/documents/resume/what-to-include/>).

: A resume describing your job-related qualifications is required and will be used for the purpose of reviewing your qualifications and determining what training, if any, would be required when placed. Your resume must be in English and must include your job titles and a detailed description of your duties and the dates you performed them (MM/DD/YY), as well as your hours per week for each position listed. Your resume should also contain your full name, address, phone number, email address, and salary. To ensure all your experience is considered, the U.S. Border Patrol strongly suggests resumes should describe your experiences and accomplishments, assignment dates, duty locations, your current supervisor's contact

information and specify whether you have performed duties in investigations, intelligence, or have worked in sector-level or national programs (e.g., horse patrol, BORSTAR, BORTAC, peer support, chaplaincy, canine, etc.), or been assigned to the U.S. Border Patrol Academy, and/or Sector or USBP Headquarters. Include leadership or specialized training and college level courses completed. Resumes should also specify each supervisory position held (clearly listing SBPA, FOS, SOS, WC, DPAIC, PAIC, ACPA, XO, DC, DCPA or CPA). Additionally, include all temporary promotions listing the grade, position, location, and period of time held; temporary details or special assignments held 30 days or more (assignment, location, and period of time); and any prior military or other specialized experience outside of USBP that is relevant to law enforcement work. For additional required items, see the link. *Note- It is recommended that you upload your resume as a PDF instead of a Word document to ensure document quality.

- **Your responses to the job questionnaire:** <https://apply.usastaffing.gov/ViewQuestionnaire/11445242> (<https://apply.usastaffing.gov/ViewQuestionnaire/11445242>)
- **SF-50 (Notification of Personnel Action):** Current CBP Employees are encouraged, but not required, to submit an SF-50(s) for CBP experience; however, additional SF-50(s) are required when using federal experience outside of CBP to receive credit towards the following requirements. Your SF-50(s) should reflect the highest grade or full performance level held on a permanent basis in the competitive service and having met the time-in-grade requirement of having served 52 weeks at the grade level below (or equivalent) the grade level for this position. Examples of appropriate SF-50s include promotions, within-grade increases and accessions.
- **Are you claiming special priority selection rights under the Agency Career Transition Assistance Program (CTAP)?** You must submit a separation notice; your most recent SF-50 (noting your current position, grade level and duty location); a copy of your most recent performance rating, an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; or a Military Department of National Guard Bureau notification that you are retired under 5 U.S.C. 8337(h) or 8456.
- **Are you a current or former political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee?** Submit a copy of your applicable SF-50, along with a statement that provides the following information regarding your most recent political appointment:
 - Position title
 - Type of appointment (Schedule A, Schedule C, Non-career SES, or Presidential Appointee)
 - Agency
 - Beginning and ending dates of appointment
- You may be asked to provide a copy of your performance appraisal and/or incentive awards.

How to Apply

To begin your online application, click "**Apply Online**" to create a USAJOBS account and follow the prompts or log in to your existing account. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the "Required Documents" section for additional information. All application materials, including transcripts, must be in English.

If you are unable to apply online or need to submit a document you do not have in electronic form, visit [this link](http://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information) (http://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information) for more information regarding an Alternate Application process.

Applications and supporting documentation will not be accepted by mail or email. You may apply more than once, but the most recent application is the only one that will be used. **You must submit your resume, your online questionnaire, and any supporting documents by 11:59 PM Eastern Time on 04/18/2022.**

It is your responsibility to verify that any information entered or uploaded is received and is accurate. Human Resources will not modify or change any part of your application. Determining your eligibility and qualifications is dependent on the supporting documentation and information provided, which may impact your referral for further consideration. If a document is not legible, you will not be able to view it in your application and you must again upload it by the closing date.

Please upload your resume under "Resume" and any other applicable supporting documents mentioned above under the appropriate Document Type. If your Document Type is not listed, upload as "Other."

Due weight will be given to performance appraisals and incentive awards in merit promotion selection decisions in accordance with 5 CFR 335.103(b)(3).

DHS uses E-Verify, an internet-based system, to confirm the eligibility of all newly hired employees to work in the United States.

Learn more about [E-Verify](#)

(<http://www.e-verify.gov/>).

including your rights and responsibilities.

DHS offers competitive salaries and an attractive benefits package, including: health, dental, vision, life, and long-term care insurance; retirement plan; Thrift Savings Plan [similar to a 401(k)]; Flexible Spending Account; Employee Assistance Program; personal leave days; and paid federal holidays. Other benefits may include: flexible work schedules; telework; tuition reimbursement; transportation subsidies; uniform allowance; health and wellness programs; and fitness centers. DHS is committed to employee development and offers a variety of employee training and developmental opportunities. For more information, go to

[DHS Careers](#)

(<https://www.dhs.gov/homeland-security-careers>).

website and select "Benefits." [Disabled veteran leave](#)

(<http://www.opm.gov/news/releases/2016/08/newly-established-leave-policy-gives-disabled-veterans-more-time-to-address-medical-issues-1/>).

will be available to any Federal employee hired on or after November 5, 2016, who is a veteran with a service-connected disability rating of 30 percent or more.

Applying to this announcement certifies that you give permission for DHS to share your application with others in DHS for similar positions.

View [common definitions](#)

(http://dhsconnect.dhs.gov/org/comp/mgmt/dhshr/hr/Documents/JOA_Common_Definitions.pdf).

of terms in this announcement.

Agency contact information



CBP Hiring Center

Phone

[952-857-2932](tel:952-857-2932)

(<tel:952-857-2932>).

Email

CBPhiring-applicantinquiry@cbp.dhs.gov

(<mailto:CBPhiring-applicantinquiry@cbp.dhs.gov>).

[Learn more about this agency.](#)

([#agency-modal-trigger](#)).

Address

United States Border Patrol

Please read entire announcement

Please apply online

Washington, DC 20229

US

Next steps

GS Salary: Visit [this link](#)

(<http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages>)

to view the locality pay tables by geographic area. If you do not see your geographic area listed, select the "Rest of United States" pay table.

The open period for this job opportunity announcement may be extended to allow for a sufficient applicant pool.

Once the job opportunity announcement has closed, we will assess your experience and training, identify the best qualified applicants, and refer those applications to the hiring manager for further consideration and interviews. You will be notified by email after each of these steps has been completed. Stay informed of changes to your application status by signing up for automatic email alerts with your [USAJOBS account](#)

(<http://www.usajobs.gov/Applicant/ProfileDashboard/Home>)

. If you are referred, you will receive a final notification of the disposition of the announcement. We expect to make a tentative job offer within 60 days after the close of the announcement. If you are selected, we may conduct a suitability/security background investigation.

Additional selections may be made beyond the total number of vacancies specified using this vacancy announcement. Further selections may also be made for additional organizational divisions and/or units within the duty location(s) listed above.

Any offers of employment made pursuant to this announcement will be consistent with all applicable authorities, including Presidential Memoranda, Executive Orders, interpretive U.S. Office of Management and Budget (OMB) and U.S. Office of Personnel Management (OPM) guidance, and Office of Management and Budget plans and policies concerning hiring. These authorities are subject to change.

Fair & Transparent

The Federal hiring process is set up to be fair and transparent. Please read the following guidance.

[Equal Employment Opportunity \(EEO\) Policy](#)

(</Help/equal-employment-opportunity/>)

[Financial suitability](#)

(</Help/working-in-government/fair-and-transparent/financial-suitability/>)

[New employee probationary period](#)

(</Help/working-in-government/fair-and-transparent/probationary-period/>)

[Privacy Act](#)

(</Help/working-in-government/fair-and-transparent/privacy-act/>)

[Reasonable accommodation policy](#)

(</Help/reasonable-accommodation/>)

[Selective Service](#)

(</Help/working-in-government/fair-and-transparent/selective-service/>)

[Signature and false statements](#)

(</Help/working-in-government/fair-and-transparent/signature-false-statements/>)

[Social security number request](#)

(</Help/working-in-government/fair-and-transparent/social-security-number/>)